



AFI

Reasonable Accommodations and the



AFI Resource Center

Assets for Independence

- ▶ Assets for Independence (AFI), which is administered through the Office of Community Services (OCS), enables community-based nonprofits and government agencies to implement and demonstrate an assets-based approach for giving low-income families a hand up out of poverty. AFI projects help participants save earned income in special-purpose, matched savings accounts called Individual Development Accounts (IDAs).
- ▶ The entire AFI Resource Center team would like to thank you for joining the webinar today.
- ▶ The Administration for Children and Families (ACF) is extremely supportive of asset building strategies for people with disabilities. Today you will hear a bit about one of our initiatives underway.
- ▶ If you have questions after the call, the AFI Resource Center is available to provide support in enhancing asset building efforts. Please use the following link (<http://IDAresources.org>) or reach us

Purpose of the Webinar

Purpose:

- ▶ Examine relevant regulations within the ADA and provide practical guidance for meeting the regulations through cost and time efficient strategies.

Goals:

1. Provide an overview of the Americans with Disabilities Act (ADA) your responsibilities under the ADA.
2. Explore ways to ensure your facility and your program services are accessible.
3. Discuss how to provide accommodations.
4. Identify Partners and resources to assist you along the way.

Presenter

- ▶ L. Elaine Sutton Mbionwu
- ▶ Assistant Project Director/Director of Training and Technical Assistance
- ▶ DBTAC Southeast ADA Center



Celebrating

ADA

20

Years

1990-2010

*Advancing Equality,
Accessibility, and Independence*

DBTAC: National Network of ADA Centers



 Network of **ten (10) Regional Centers**

 Partner with over 2200 organizations

 www.adata.org

DBTAC Mission

- ♿ Facilitate **voluntary compliance** with the Americans with Disabilities Act of 1990 (ADA)
- ♿ Conduct **research** to reduce and eliminate barriers to employment and economic self-sufficiency and to increase the civic and social participation of Americans with disabilities

The Basics – Americans with Disabilities Act (ADA)



The Promise of the ADA

...the clear promise of the ADA is that all people with disabilities will be **fully equal, fully productive, fully prosperous, and fully welcome participants** in the mainstream.

-Justin Dart, “Father of the ADA”

Statistics

 58 million Americans with disabilities...
1 in 5 (20% of the population)

 20 million families have at least
one (1) member with a disability

Source: www.census.gov

Access Is A Civil Right



♿ ADA = Civil Rights Law

♿ Civil Rights Law of 1964

♿ Disability Rights Movement

President Barack Obama signs Executive Order increasing federal employment of individuals with disabilities



Purpose of the ADA



-  To **prevent discrimination** on the basis of disability.
-  To prohibit exclusion of, denying benefits to, or discriminating against a qualified individual with a disability.

Structure of the ADA

 Title I - Employment

 **Title II - State & Local Government**

 **Title III - Public Accommodations**

 Title IV - Telecommunications

 Title V - Miscellaneous

Overarching Obligations

-  Equal Opportunity
-  Access to Goods & Services
-  Effective Communication
-  Reasonable Modification
-  Facility Access

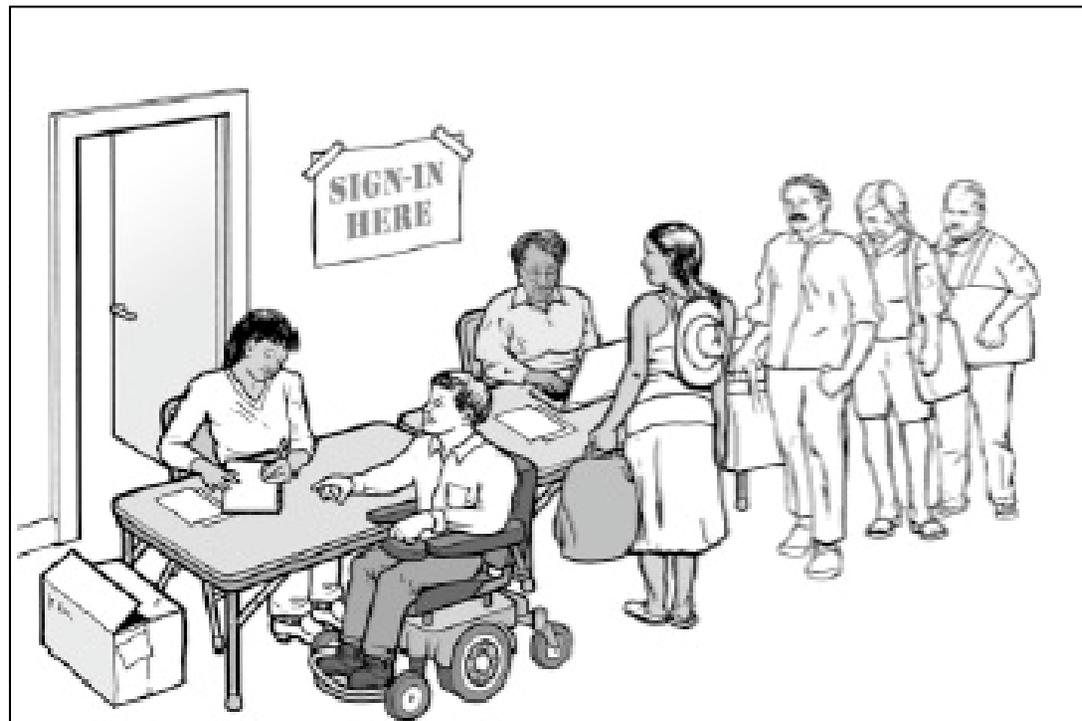
What If I Receive Federal Money?

Section 504 of the Rehabilitation Act

- Reasonable Accommodations
- Program Access
- Effective Communication
- Facility Access



Serving People With Disabilities At Your Site

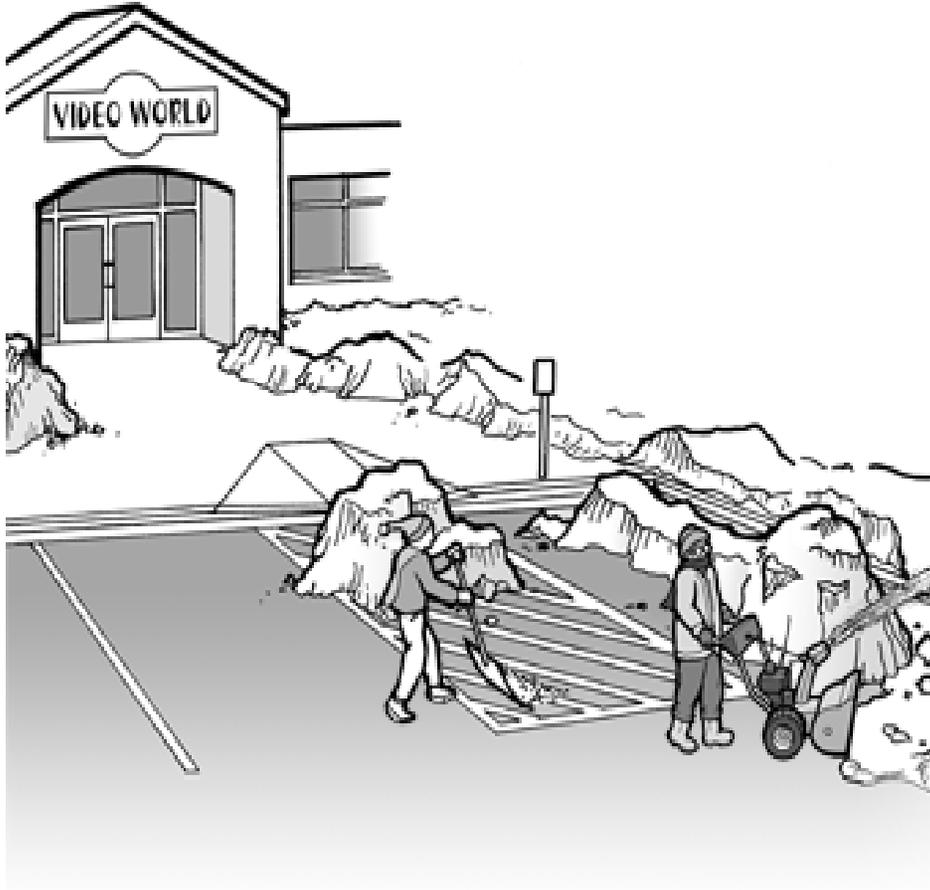


Facility Access



- ♿ People with disabilities should be able to arrive on the site, approach the building, and enter as freely as everyone else.
- ♿ At least one route of travel should be safe and accessible for everyone, including people with disabilities.

Facility Access: Parking



Are an adequate number of accessible parking spaces available?

-  (8 feet wide for car plus 5-foot access aisle)
-  (8-foot-wide plus 8-foot-access aisles for lift-equipped vans)

Facility Access: Parking

Required Minimum Number of Accessible Spaces

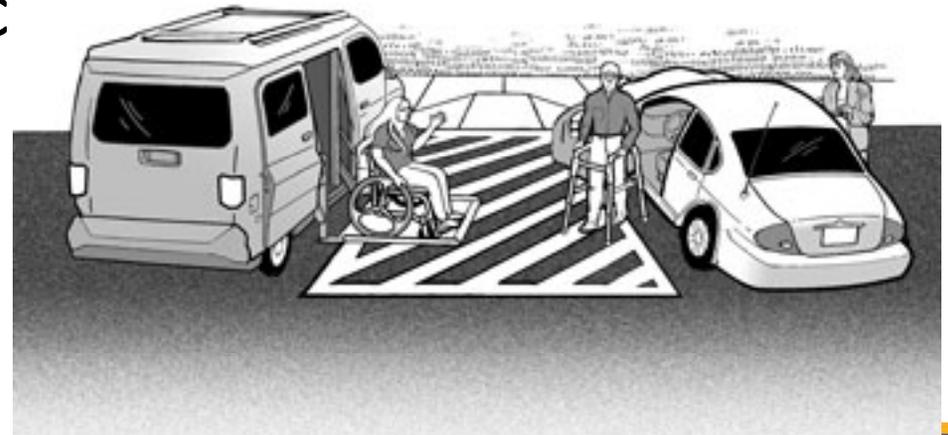
♿ 1-25 = 1 van-accessible space

♿ 26-50 = 1 space + 1 van-accessible space

♿ 51-75 = 2 spaces + 1 van-ac

1 in 8 accessible spaces

should be van accessible



Facility Access: Parking



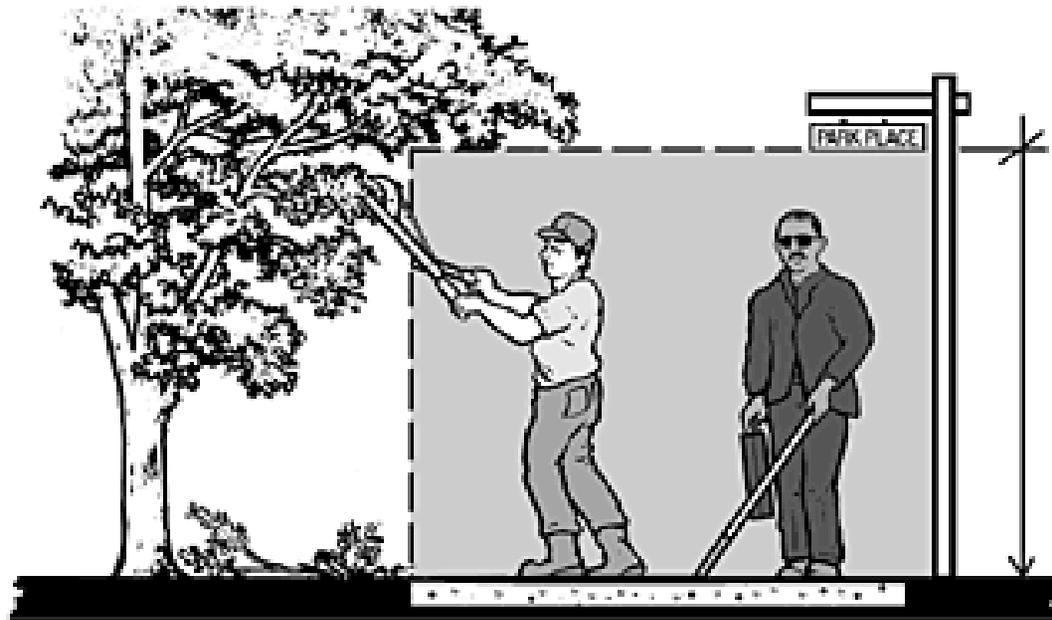
- ♿ Are the accessible spaces closest to the accessible entrance?
- ♿ Are the access aisles part of the accessible route to the accessible entrance?
- ♿
- ♿ Are accessible spaces marked with the International Symbol of Accessibility?

Facility Access: Accessible Route

- ♿ Do curbs on the route have curb cuts at drives, parking, and drop-offs?
- ♿ Is there a route of travel that does not require the use of steps or stairs?
- ♿ Is the route of travel stable, firm and slip-resistant?
- ♿ Is the route at least 36 inches wide?



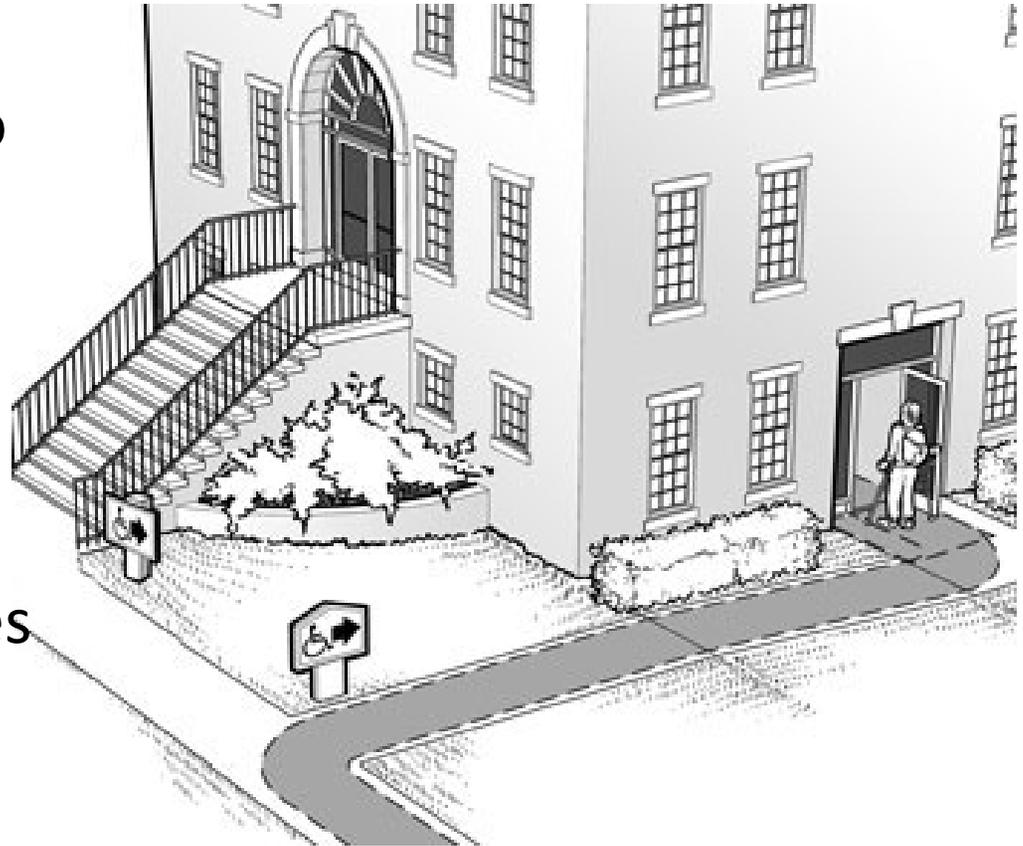
Facility Access: Accessible Route



Can all objects protruding into the circulation paths be detected by a person with a visual disability using a cane?

Facility Access: Building Entrance

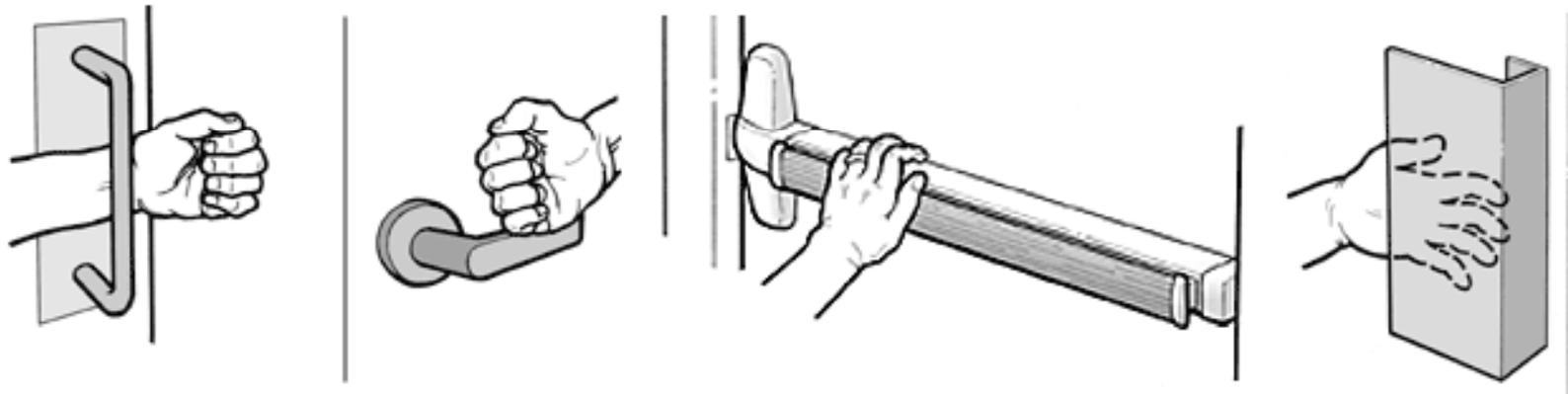
- ♿ If there are stairs at the main entrance, is there also a ramp or lift, or is there an alternative accessible entrance?
- ♿ Do all inaccessible entrances have signs indicating the location of the nearest accessible entrance?



Facility Access: Building Entrance

 Does the entrance door have at least 32 inches clear opening?

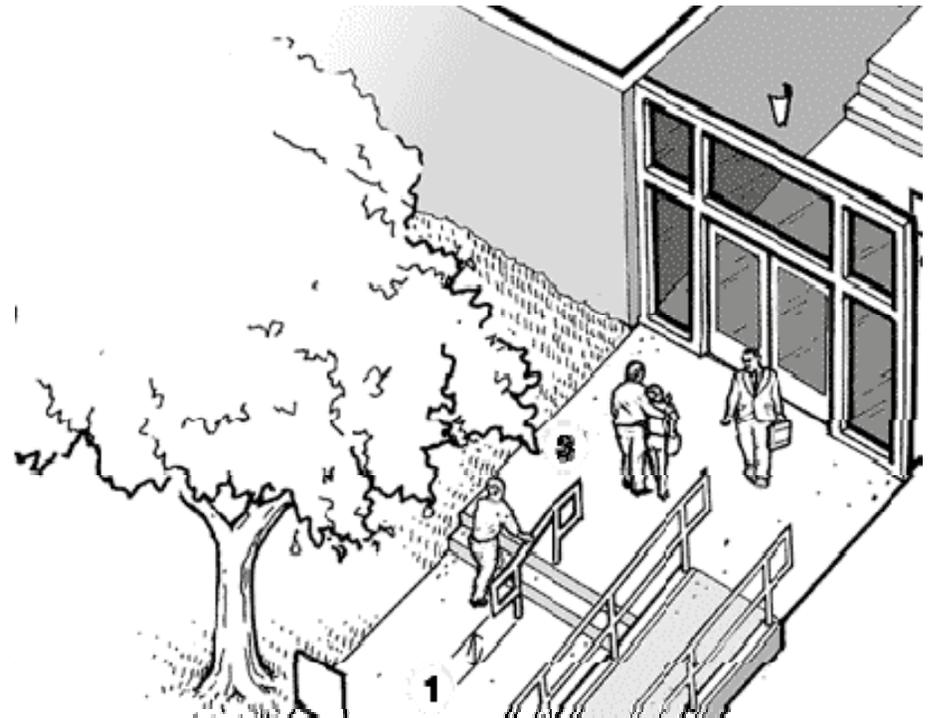
 Is the door handle no higher than 48 inches and operable with a closed fist?



Facility Access: Building Entrance

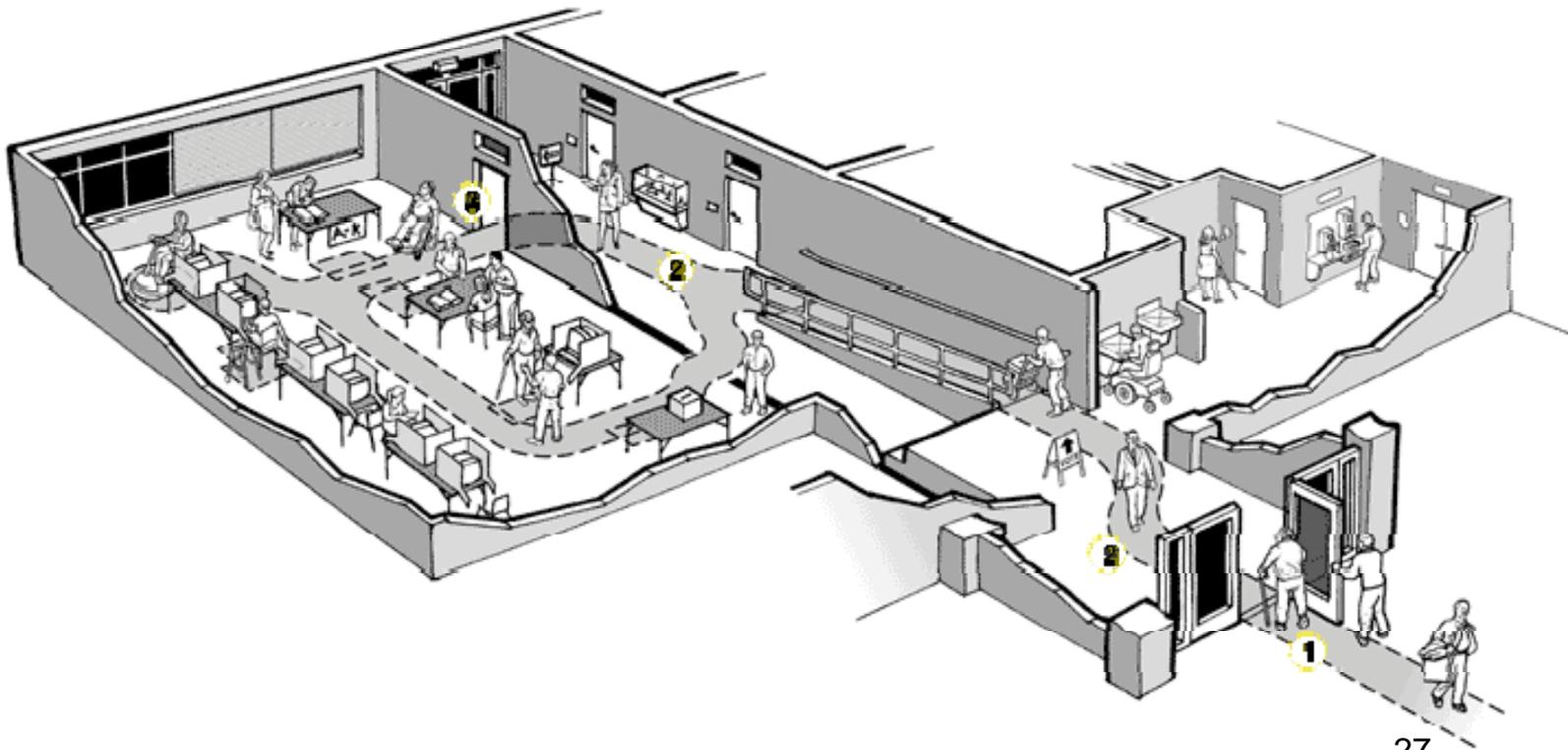
♿ Can doors be opened without too much force?

♿ If the door has a closer, does it take at least 3 seconds to close?

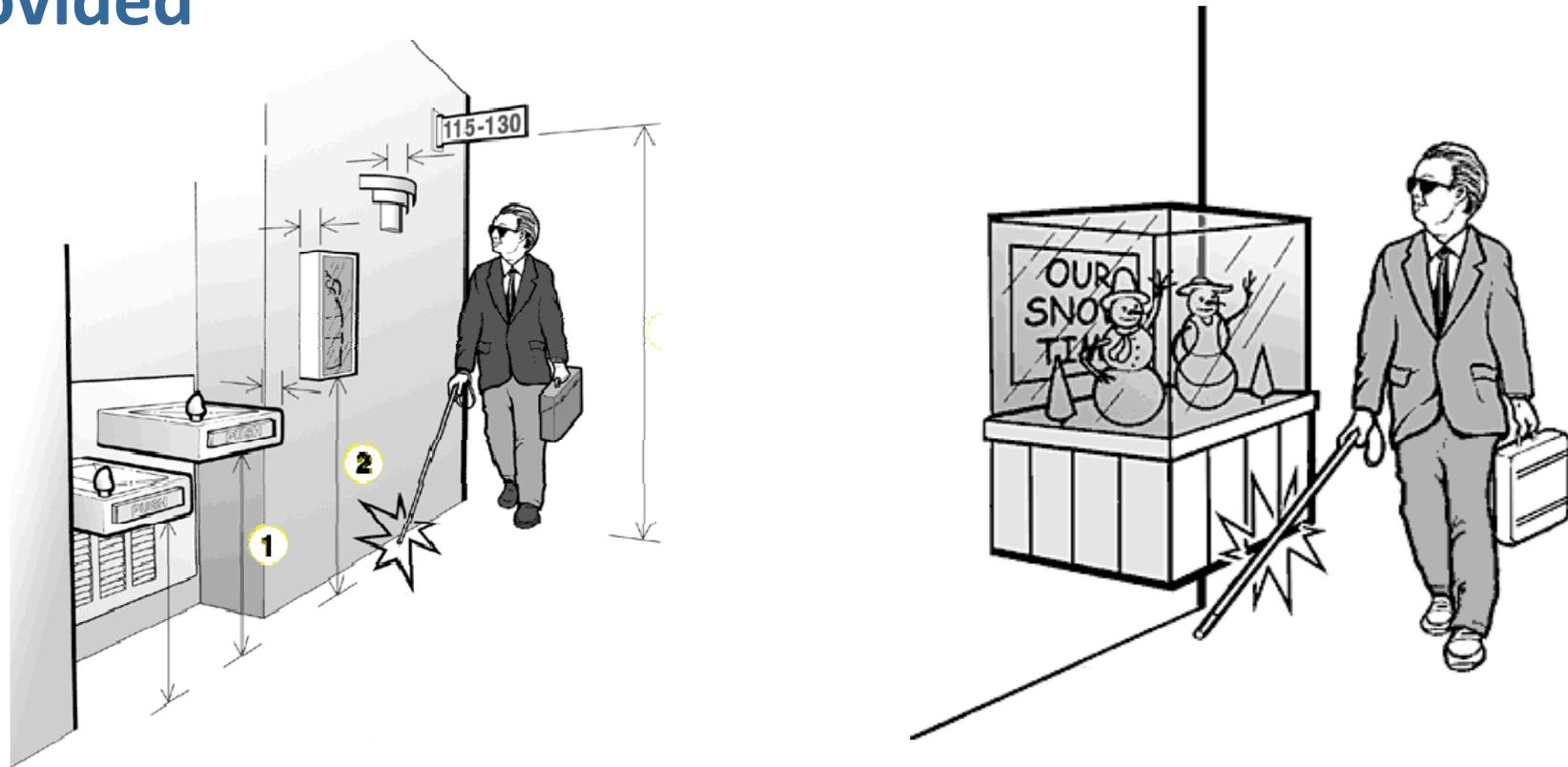


Access to Internal Areas Where Services are Provided

Is the program site area located on an accessible route of travel that is at least 36 inches wide?



Access to Internal Areas Where Services are Provided



In circulation paths, are all obstacles cane-detectable (located within 27 inches of the floor or higher than 80 inches, or protruding less

Access to Internal Areas Where Services are Provided

- ♿ Is carpeting low-pile, tightly woven, and securely attached along edges?
- ♿ Are knee spaces at accessible tables at least 27 inches high, 30 inches wide, and 19 inches deep?



Effective Communication

Public and private entities must take steps to ensure that their communications with people with disabilities are as effective as communications with others.



Effective Communication

“Auxiliary aids and services”
are devices or services that enable effective communication for people with disabilities.



Auxiliary Aids & Services

For People with Visual Disabilities

- ♿ Large print materials (18 pt. font or larger)
- ♿ Braille materials
- ♿ Audio recordings
- ♿ Materials in electronic format
- ♿ Read written information aloud to customer
- ♿ Provide assistance to complete



Auxiliary Aids & Services

For People with Hearing and Speech Disabilities

- ♿ Instructions and other information in written format
- ♿ Exchange of written notes
- ♿ Typing on computer
- ♿ Text messaging
- ♿ Instant messaging
- ♿ Assistive listening devices
- ♿ Qualified interpreters
- ♿ Video interpreting services
- ♿ TTY and/or Relay Service



Auxiliary Aids & Services

When a person with a disability requests an auxiliary aid or service:



- ♿ Consult with the individual with a disability about their choice of aid or service.
- ♿ Businesses cannot charge the person for the communication aids or services provided.
- ♿ Businesses do *not* have to provide personally prescribed devices such as hearing aids.

Policies and Procedures

What are the policies & procedures for serving people with disabilities at your AFI site?

Examples:

-  What is the procedure for handling an accommodation request from a customer with a disability?
-  Have all AFI workers been informed about the AFI site's accessible features and accessible customer service practices?
-  Are materials available in alternate formats (e.g., Braille, large print, electronic) up to date and available to customers on request?

Policies and Procedures



Reasonable Modifications

Examples:

- ♿ Service Animals
- ♿ Food and Drink
- ♿ Extended Appointment Time
- ♿ Alternate Signature



AFI

Keys To Success



Keys to Success

Sources of Information and Assistance

DBTAC: National Network of ADA Centers
1-800-949-4232 (voice/TTY)
www.adata.org



Keys to Success

Sources of Information and Assistance

▶ Department of Justice

- Provides information about the Americans with Disabilities Act (ADA) through a toll-free ADA Information Line, **1-800-514-0301** (voice)
- <http://www.ada.gov/>

Keys to Success

Sources of Information and Assistance

▶ US Access Board

- An independent Federal agency devoted to accessibility for people with disabilities. The Board develops and maintains design criteria for the built environment, transit vehicles, telecommunications equipment, and for electronic and information technology. It also provides technical assistance and training on these requirements and on accessible design and continues to enforce accessibility standards that cover federally funded facilities.
- <http://www.access-board.gov/>

Keys to Success

Establish Partnerships

- ♿ Disability Specific Organizations
- ♿ Area Agencies on Aging
- ♿ State ADA Office
- ♿ Centers for Independent Living



Keys to Success



Become Familiar with Resources

 Americans with Disabilities Act: Checklist for Readily Achievable Barrier Removal

www.ada.gov/checkweb.htm

 Fact Sheet #2: Providing Effective Communication

http://adaptiveenvironments.org/neada/site/pub_352_t3fact2

Keys to Success

Become Familiar with Resources



 Fact Sheet: Communicating with People with Disabilities
www.adata.org/adaportal/fact3.pdf

 Tax Incentives Packet on the Americans with Disabilities Act
www.ada.gov/taxpack.htm

Keys to Success

Become Familiar with Resources



 FCC Fact Sheet - Telecommunications Relay Services
www.fcc.gov/cgb/consumerfacts/trs.html

 Dial 711 for Telecommunications Relay Service
www.fcc.gov/cgb/consumerfacts/711.html

Keys to Success



Become Familiar with Resources

 ADA Basic Building Blocks Webcourse
www.adabasics.org

 At Your Service: Welcoming Customers with Disabilities
www.wiawebcourse.org

 ADA Training Resource Center
www.adacourse.org

AFI Resource Team

- ▶ Technical Assistance available to grantees from the AFI Resource Center Team, including:
 - Telephone
 - Email
 - on-site TA
- ▶ To contact the AFI Resource Center Team, call (866)-778-6037 or email the Team at info@idaresources.org.
- ▶ Visit www.idaresources.org for more information.



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Serving People With Disabilities

Increase Access to IDAs for People With Disabilities

AFI grantees and their partner organizations report that some people with disabilities are having trouble accessing and using IDAs. Because they are disproportionately low-income, people with disabilities account for a large share of the AFI target population, but they are underrepresented among IDA participants.

Lack of information about IDAs, misconceptions about how they affect means-tested benefits, and challenges that AFI grantees face in identifying and serving people with disabilities contribute to low participation rates. This section includes information on increasing IDA use by people with disabilities.



Resources

[What Grantees Need to Know About Disability](#)

[Asset Development for People With Disabilities](#)

[Overcoming Common Misconceptions](#)

[Will I Lose My Benefits if I Participate in an AFI IDA Project?](#)

[Other Resources](#)

Questions?